

## BROADCAST EEO – RECRUITING LOG

**EEO Public File Report**

**KCTS Television, Seattle, WA**  
**October 1, 2008– September 30, 2009**

**Positions Filled**

<b>Full-Time Position</b>	<b>Position Title</b>	<b>Recruitment Period</b>	<b>Date Filled</b>	<b>Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*</b>	<b>Number Interviewed</b>	<b>Number Hired</b>
257	President & CEO	06/01/2008-10/3/2008	10/3/2008	KCTS Internal Announcements and Bulletins	0	0
				KCTS Website	0	0
				Broadcasting & Cable Magazine	0	0
				Current	0	0
				Spencer Stuart	7	1
259	Direct Marketing Coordinator	7/28/2008-11/12/2008	11/12/2008	KCTS Internal Announcements and Bulletins	0	0
				KCTS Website	0	0
				Colors NW	0	0
				Craigs List	0	0
				Idealist	1	1
				Kelly Services	1	0
				NDOA	0	0
261	Facilities Services Assistant	8/8/2008-10/2/2008	10/2/2008	KCTS Internal Announcements and Bulletins	1	1
				KCTS Website	0	0
				Craigs List	0	0
				NW Jobs	0	0
263	Assistant Production Business Manager	8/19/2008-10/29/2008	10/29/2008	KCTS Internal Announcements and Bulletins	0	0
				KCTS Website	0	0
				Accountemps/Robert Half International	1	1
				Colors NW	0	0
				Craigs List	2	0
* See Attached List of Recruitment Sources for Contact Information						

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263	Assistant Production Business Manager (cont'd)	8/19/2008-10/29/2008	10/29/2008	IMA	0	0
				Idealist	0	0
				NW Jobs	0	0
				Seattle University	0	0
				University of Washington	0	0
266	Senior On-Air Promotion Producer	9/18/2008-11/21/2008	11/21/2008	KCTS Internal Announcements and Bulletins	0	0
				KCTS Website	0	0
				Craigs List	2	1
				NATAS	0	0
				TV Jobs	0	0
				WSAB	0	0
				Other	1	0
267	Traffic Specialist I	11/26/2008-1/20/2009	1/20/2009	KCTS Internal Announcements and Bulletins	1	1
				KCTS Website	1	0
				Craigs List	0	0
				NATAS	0	0
				PBS Connect	0	0
				TV Jobs	0	0
				University of Washington	1	0
				WSAB	0	0
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268	VP of Development	01/12/2009-4/20/2009	4/20/2009	KCTS Internal Announcements and Bulletins	0	0
				KCTS Website	0	0
				Craigs List	0	0
				Current	0	0
				Idealist	1	1
				NDOA	0	0
				NW Jobs	0	0
270	Interactive Developer	3/26/2009-4/24/2009	4/24/2009	KCTS Internal Announcements and Bulletins	0	0
				KCTS Website	0	0
				Craigs List	1	1
				Drupal user group website	0	0
				Eggsprout	0	0
				Idealist	0	0
				Internet Strategy Forum	0	0
				PBS Connect	0	0
				Bellevue Community College	0	0
				North Seattle Community College	0	0
				Seattle Central Community College	0	0
				Seattle University	0	0
				Shoreline Community College	0	0
				University of Washington	0	0
				Washington State University	0	0
	* See Attached List of	Recruitment	Sources	for Contact Information		

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**Positions Filled**

<b>Full-Time Position</b>	<b>Position Title</b>	<b>Recruitment Period</b>	<b>Date Filled</b>	<b>Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*</b>	<b>Number Interviewed</b>	<b>Number Hired</b>
272	Corporate Development Account Manager	4/28/2009-6/5/2009	6/5/2009	KCTS Internal Announcements and Bulletins	0	0
				KCTS Website	0	0
				Ad Club (Seattle Chapter)	0	0
				Craigs List	2	0
				Idealist	0	0
				NDOA	0	0
				TV Jobs	0	0
				WSAB	0	0
				Other	3	1
273	On-Air Promotion Producer	5/14/2009-7/10/2009	7/10/2009	KCTS Internal Announcements and Bulletins	2	1
				KCTS Website	0	0
				602 Communications	0	0
				Craigs List	0	0
				TV Jobs	0	0
				WSAB	0	0
				AI	0	0
				PLU	0	0
				UW	0	0
				WA State	0	0
				Other	1	0
	* See Attached List of Recruitment Sources			for Contact Information		

## BROADCAST EEO – RECRUITING LOG

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<b>KCTS Television, Seattle, WA</b> <b>October 1, 2008 – September 30, 2009</b> <b>Positions Filled</b>	
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<b>Full-Time Position</b>	<b>Position Title</b>	<b>Recruitment Period</b>	<b>Date Filled</b>	<b>Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*</b>	<b>Number Interviewed</b>	<b>Number Hired</b>
277	Educational Services Coordinator	7/13/2009-8/14/2009		KCTS Internal Announcements and Bulletins	3	1
				KCTS Website	0	0
				Craigs List	1	0
				Diversity Employment Career Fair	0	0
				Idealist	0	0
				WAEYC	0	0
				UW	0	0
	* See Attached List of Recruitment Sources			For Contact Information		

BROADCAST EEO – RECRUITING LOG

Information Regarding Recruitment Sources Contacted for Full-Time Vacancies				
No	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
1	<b>KCTS Internal Announcements &amp; Bulletins</b> (Lunchroom, internal newsletter, volunteer newsletter, KYVE and Channel 9) 401 Mercer Street , Seattle, WA 98109	206-728-6463 Human Resources Generalist	7	N
2	<b>KCTS Website</b> 401 Mercer Street, Seattle, WA 98109	<a href="http://www.kcts9.org">http://www.kcts9.org</a> Human Resources Generalist 206-728-6463	1	N
3	<b>KCTS Board of Directors</b> c/o KCTS , 401 Mercer Street Seattle, WA 98109	Various via email	0	N
4	<b>602 Communications</b> 4349 E. Colter Street, Phoenix AZ 85018	<a href="http://www.602communications.com">http://www.602communications.com</a> Sandy Lizik, email: slizik@602communications.com	0	N
5	<b>Accountemps/Robert Half International</b> 601 Union Street, Suite 4300, Seattle, WA 98101	<a href="http://accountemps.com">http://accountemps.com</a> 206-749-9161 Rikki Leban, email: rikki.leban@accountemps.com	1	N
6	<b>Ad Club</b> (American Advertising Federation) 732 Broadway, Suite 302, Tacoma, WA 98402	<a href="http://www.adclubseattle.com/about/board.aspx">http://www.adclubseattle.com/about/board.aspx</a> Renee Peterson, email: renee@rustygeorge.com	0	N
7	<b>Broadcasting &amp; Cable Magazine</b> Reed Business Interactive, A division of Reed Elsevier 225 Wyman Street, Waltham, MA 02451	<a href="http://www.broadcastingcable.com">http://www.broadcastingcable.com</a> 781-734-8441 Jon Kemp, email: Jon.Kemp@ReedBusiness.com	0	N
8	<b>Colors NW</b> 1319 Dexter Ave. N, Suite 250, Seattle, WA 98109	<a href="http://www.colorscares.com">http://www.colorscares.com</a> KCTS 9 account name: kctsjobs 206-444-9251	0	N
9	<b>Craigs List</b> San Francisco, CA Online Forum	<a href="https://post.craigslist.org/sea/1/ofc">https://post.craigslist.org/sea/1/ofc</a> KCTS 9 account name: jobs@kcts.org	8	N

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10	<b>Current</b> 6930 Carroll Ave., Suite 350, Takoma Park, MD 2091	<a href="http://www.current.org/advertise">http://www.current.org/advertise</a> #301-270-7240 ext.36 Sherron Phillips, email: sherron@current.org	0	N
11	<b>Diversity Employment Career Fair</b> (A City Career Fair production) PO Box 2608, Santa Fe Springs, CA 90670	<a href="http://www.citycareerfair.com">http://www.citycareerfair.com</a> 206-856-8972 Marvin Rosette, email: marvin@citycareerfair.com	0	N
12	<b>Drupal User Group Website Online Forum</b>	<a href="http://groups.drupal.org">http://groups.drupal.org</a> KCTS 9 account name: kctsjobs	0	N
13	<b>Eggspout</b> 3227 West Lake Sammamish Pkwy SE Bellevue, WA 98008	<a href="http://www.eggspout.com">http://www.eggspout.com</a> KCTS 9 account name: jobs@KCTS9.org	0	N
14	<b>ExecSearches</b> 2011 North Ocean Blvd. Suite 804, Fort Lauderdale, FL 33305	<a href="https://www.execsearches.com">https://www.execsearches.com</a> KCTS 9 account name: KCTS 888-238-6611	0	N
15	<b>Idealist</b> (Action without Borders) 79 Fifth Avenue, 17 <sup>th</sup> Floor, New York, NY 10003	<a href="http://www.idealist.org">http://www.idealist.org</a> 646-290-7725 KCTS account name: ctzau@kcts.org	2	N
16	<b>Institute of Management Accountants (IMA)</b> 10 Paragon Drive, Montvale, NJ 07645	<a href="http://www.imanet.org">http://www.imanet.org</a> KCTS 9 account name: jobs@kcts9.org	0	N
17	<b>Internet Strategy Forum</b> 10940 SW Barnes Road #253, Portland, OR 97225	<a href="http://www.internetstrategyforum.org">http://www.internetstrategyforum.org</a> Email: steve.gehlen@internetstrategyforum.org	0	N
18	<b>Kelly Services</b> (Kelly IT Resources Division) 3625 132nd Ave. SE, Suite 410, Bellevue , WA 98006	<a href="http://www.KellyIT.com">http://www.KellyIT.com</a> 425-746-2140 ext. 222 Nathan Wright, email: wrighnr@kellyservices.com	1	N
19	<b>National Academy of Television Arts and Science (NATAS)</b> PO Box 58530, Seattle, WA 98138	<a href="http://natas-seattle.org/jobbank">http://natas-seattle.org/jobbank</a> 206-575-3444 Email: diane@asi-seattle.net	0	N

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20	<b>Northwest Development Officers Association (NDOA)</b> 2150 N 107 <sup>th</sup> Street , Suite 205, Seattle WA 98133	<a href="http://www.ndoa.org">http://www.ndoa.org</a> Cho Yang 206-367-8704	0	N
21	<b>NW Jobs</b> (through the Seattle Times) PO Box 70, Seattle, WA 98111	<a href="http://marketplace.nwsourc.com/jobs">http://marketplace.nwsourc.com/jobs</a> Heather Van Houten 206-652-6805	0	N
22	<b>PBS Connect</b> Online Job Forums	<a href="https://secure.connect.pbs.org/am/uistart/default.aspx">https://secure.connect.pbs.org/am/uistart/default.aspx</a> KCTS 9 account name: jobs@kcts.org Email: connect@pbs.org	0	N
23	<b>Spencer Stuart</b> 525 Market Street, Ste 3700, San Francisco, CA 94105	<a href="http://www.spencerstuart.com/home">http://www.spencerstuart.com/home</a> 415-495-4141 Will Schutte, email: wschutte@spencerstuart.com	7	N
24	<b>TV Jobs</b> P.O. Box 4116, Oceanside, CA 92052	<a href="http://www.tvjobs.com">http://www.tvjobs.com</a> 1-800-374-0119 KCTS 9 account name: kctsjobs	0	N
25	<b>Washington Association for the Education of Young Children (WAEYC)</b> 841 N Central Avenue Suite 206, Kent, WA 98032	<a href="http://www.waeyc.org">http://www.waeyc.org</a> 253- 854-2565 Krista Rhea: krista@waeyc.org	0	N
26	<b>Washington State Association of Broadcasters (WSAB)</b> 724 Columbia Street N.W., Suite 310, Olympia, WA 98501	<a href="http://www.wsab.org">http://www.wsab.org</a> Sandie Maki 360-705-0774	0	N
	<b>Schools:</b>			
27	<b>Art Institute</b> 2323 Elliott Avenue, Seattle, WA 98121	<a href="http://www.artinstitutes.edu">http://www.artinstitutes.edu</a> 206-239-2337 Scott MacIntire, email: smacintire@aai.edu	0	N
28	<b>Bellevue Community College</b> 3000 Landerholm Circle SE, Bellevue, WA 98007	<a href="http://bellevuecollege.edu">http://bellevuecollege.edu</a> 425-564-1000	0	N



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29	<b>North Seattle Community College</b> 9600 College Way North, Seattle, WA 98103	<a href="http://www.northseattle.edu">http://www.northseattle.edu</a> 206-527-3685	0	N
30	<b>Pacific Lutheran University</b> Ramstad 112, Tacoma, WA 98447	<a href="http://www.plu.edu/intern">http://www.plu.edu/intern</a> 253-535-7324	0	N
31	<b>Seattle Central Community College</b> 1701 Broadway, Room 1102E, Seattle, WA 98122	<a href="http://seattlecentral.edu">http://seattlecentral.edu</a> 206-344-4383 Karen Kato, email: kakato@sccd.ctc.edu	0	N
32	<b>Seattle University</b> 901 12th Avenue, P.O. Box 222000, Seattle, WA 98122	<a href="http://www.seattleu.edu">http://www.seattleu.edu</a> James Vive 206-296-6083	0	N
33	<b>Shoreline Community College</b> 16101 Greenwood Avenue North, Shoreline, WA 98133	<a href="http://www.shoreline.edu">http://www.shoreline.edu</a> 206-546-4101	0	N
34	<b>UW Husky Job Board</b> University of Washington, Box 352810, Seattle, WA 98195	<a href="https://washington.edu">https://washington.edu</a> huskyjob@u.washington.edu KCTS account name: ctzau@kcts.org	1	N
35	<b>Washington State</b> P.O. Box 641068, Pullman, WA 99164	<a href="http://www.wsu.edu">http://www.wsu.edu</a> KCTS 9 account name: internships@kcts9.org	0	N
36	<b>Other: "word of mouth"</b>	Various KCTS Television Employees Community Board Leaders Referrals	5	N
	<b>TOTAL INTERVIEWS:</b>		<b>33</b>	

# BROADCAST EEO – RECRUITING LOG

## Prong 3 Longer-Term Recruitment Initiatives Implemented During October 1, 2008 – September 30, 2009

### Initiative: Participation in job fairs by station personnel who have substantial responsibility in making hiring decisions

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1.	3/24/2009	Bates Technical College Career Fair	Outreach to potential candidates with a focus on career and internship information.	Booth set-up during the entire half-day event.	Candida Tzau, Human Resources Generalist Maureen Rossmeier, Engineering Manager Sheldon Bukantz, Broadcast Technician III
2.	4/15/2009	University of Washington Annual Spring Career Fair	Outreach to potential candidates with a focus on diversity and equality in the workplace.	Booth set-up during the entire event.	Candida Tzau, Human Resources Generalist Patricia Costello, Broadcast Technician III Stephanie Beechem, Production Intern
3.	6/17/2009	WaMu Career Fair	Career Fair for employees displaced by the merge with JPM Chase and the subsequent rolling, monthly layoffs.	Booth set-up during the entire half-day event.	Ann Pichette, Friends of KCTS 9 Volunteer Candida Tzau, Human Resources Generalist Laura Lawson, Former Legal Intern
4.	7/21/2009	Seattle Annual Diversity Employment Day Career Fair	Outreach to potential candidates with a focus on diversity and equality in the workplace.	Participation in diversity roundtable talks and booth set-up the entire day of the career fair.	Candida Tzau, Human Resources Generalist Maureen Rossmeier, Engineering Manager Alice MacLean, Outreach Intern Naohira Numata, Programming/Traffic Intern

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## Prong 3 Longer-Term Recruitment Initiatives Implemented During October 1, 2008 – September 30, 2009

**Initiative: Participate in events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days , workshops, and similar activities**

No.	Date	Initiative/ Description	Scope of Involvement	Personnel Involved	
1.	11/6/2008	ITT Technical Institute Advisory Committee Meeting	Members from various industries met to discuss the ITT curriculum, changes in industry, and the development of internship opportunities	Candida Tzau, Human Resources Generalist	
2.	3/25/2009	Art Institute: Winter Quarter 2009 Portfolio Review	Outreach to potential candidates and worked with Career Services to develop internship and job relationships.	Candida Tzau, Human Resources Generalist Dave Ko, Director/Editor/Videographer Josephine Cheng, Host, <i>About the Money</i> Tom Steele, Development Coordinator	
3.	6/18/2009	Dow Lohnes Webinar	Webinar on FCC EEO Compliance, with a particular focus on the EEO issues of PBS. The program reviewed the FCC's EEO requirements.	Amy Jolley, Legal Affairs Manager Candida Tzau, Human Resources Generalist	

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## Prong 3 Longer-Term Recruitment Initiatives Implemented During October 1, 2008 – September 30, 2009

**Initiative: Training to management personnel as to methods of ensuring equal employment opportunity and preventing discrimination.**

No.	Date	Initiative/ Description	Scope of Involvement	Personnel Involved	
1.	6/18/2009	Dow Lohnes Webinar	Webinar on FCC EEO Compliance, with a particular focus on the EEO issues of PBS. The program reviewed the FCC's EEO requirements.	Amy Jolley, Legal Affairs Manager Candida Tzau, Human Resources Generalist	

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## Prong 3 Longer-Term Recruitment Initiatives Implemented During October 1, 2008 – September 30, 2009

**Initiative: Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment**

Internships: The goal of the Internship Program is to prepare the participants for possible careers in broadcasting and related professions while furthering KCTS Television's connection to the community, its recruiting efforts and diversity initiatives. KCTS Television will attempt to meet the requirements of each school's program as closely as possible in order to enhance the experience for its interns. Internships include interactive, work study and job shadowing.

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1.	10/7/2008-6/2/2009	Law Work Study	Laura Lawson	Work Study	Amy Jolley, Legal Affairs Manager
2.	11/10/2008-5/29/2009	Intern	Stephanie Beechem	Production Intern	Lesley McClurg, Associate Producer
3.	10/27/2008-02/06/2009	Intern	Martha Flores	Outreach Intern	Stefanie Malone, Community Outreach Manager Antonio Gomez, Community Outreach Coordinator
4.	12/9/2008-7/9/2009	Intern	Vy Nguyen	Web Production Intern	Julianne Lamsek, Technology Director Kevin Bang, New Media Producer
5.	12/10/2008-8/20/2009	Intern	Kelly Edinger	Web Production Intern	Julianne Lamsek, Technology Director Kevin Bang, New Media Producer
6.	12/15/2008-3/13/2009	Intern	Leslie Cuadra	Outreach Intern	Stefanie Malone, Community Outreach Manager Antonio Gomez, Community Outreach Coordinator
7.	01/21/2009-6/20/2009	Intern	Kelly Ota	On-Air Fundraising Research & Production Intern	Stephen Hegg, Senior Producer, Pledge
8.	01/08/2009-4/30/2009	Intern	Melissa West	Communications Intern	Daphne Adair, Communications Specialist Erin Whitcomb, Special Projects and Events Manager
9.	01/08/2009-4/14/2009	Intern	Stephen King	Communications Intern	Daphne Adair, Communications Specialist Erin Whitcomb, Special Projects and

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					Events Manager
10.	01/22/2009-present	Intern	Adam Knight	Production	Lesley McClurg, Associate Producer
11.	02/10/2009-6/6/2009	Intern	Edilia Ruiz	Outreach Intern	Stefanie Malone, Community Outreach Manager Antonio Gomez, Community Outreach Coordinator
12.	02/17/2009-5/20/2009	Intern	Samira Kiani	Programming/Traffic	Hildy Ko, Program Coordinator
13.	3/30/-2009-6/19/2009	Intern	Shelly Branch	Web Production Intern	Julianne Lamsek, Technology Director Kevin Bang, New Media Producer
14.	3/13/2009-6/3/2009	Intern	Katrina Griffin-Moore	Communications Intern	Daphne Adair, Communications Specialist Erin Whitcomb, Special Projects and Events Manager
15.	3/15/2009-8/6/2009	Intern	Maria Wardian	Production Intern	Lesley McClurg, Associate Producer
16.	5/15/2009-8/27/2009	Intern	Naohira Numata	Programming/Traffic	Hildy Ko, Program Coordinator
17.	5/27/2009-8/6/2009	Intern	Alice MacLean	Outreach Intern	Stefanie Malone, Community Outreach Manager Antonio Gomez, Community Outreach Coordinator
18.	6/1/2009-8/17/2009	Intern	Adam Lueders	Production Intern	Lesley McClurg, Associate Producer
19.	6/15/2009-8/28/2009	Intern	Jennifer Taylor	Outreach Intern	Stefanie Malone, Community Outreach Manager Antonio Gomez, Community Outreach Coordinator
20.	6/30/2009-present	Intern	Daniel Choi	Communications Intern	Daphne Adair, Communications Specialist Erin Whitcomb, Special Projects and Events Manager
21.	7/1/2009-present	Intern	John Saunders	Production Intern	Lesley McClurg, Associate Producer
22.	7/8/2009-8/13/2009	Intern	Erin White	Outreach Intern	Stefanie Malone, Community Outreach Manager Antonio Gomez, Community Outreach Coordinator
23.	7/14/2009-present	Intern	Gabriela Hirata	Communications: On-Air Promotion Intern	Daphne Adair, Communications Specialist Ethan Griffith, Senior On-Air Promotion Producer

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24.	7/22/2009- 9/21/2009	Intern	Dami Song	Communications: On-Air Promotion Intern	Daphne Adair, Communications Specialist Ethan Griffith, Senior On-Air Promotion Producer
25.	7/30/2009- present	Intern	Justin Simson	Web Production Intern	Julianne Lamsek, Technology Director Kevin Bang, New Media Producer
26.	9/8/2009- present	Intern	Neelu Bhuman	Web Production Intern	Julianne Lamsek, Technology Director Kevin Bang, New Media Producer
27.	9/8/2009- present	Intern	Brit Exworthy	Production Intern	Lesley McClurg, Associate Producer
28.	9/14/2009- present	Intern	Naser ElMasry	Production Intern	Lesley McClurg, Associate Producer

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## Prong 3 Longer-Term Recruitment Initiatives Implemented During October 1, 2007 – September 30, 2009

(Note: 4 Longer-Term Recruitment Initiatives to completed during this 2 year period)

### Initiative: Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1.	9/17/2008-10/24/2008	Online course	Introduction to Microsoft Excel 2007. Online class through Seattle Central Community College.	The course offered shortcuts for setting up fully formatted worksheets; instruction on how to write mathematical formulas; how to sort and analyze data; how to create charts and graph; and how to build links between files.	Angela Niles, Executive Assistant to the President and CEO Cynthia Hall, Executive Administrative Assistant
2.	10/27/2008-10/28/2008	Offsite, New York	Public Broadcasting Human Resources Directors Round Table Meeting	Annual meeting to share best practices and new ideas. Topics covered included: employee benefits, wage and salary administration, recruitment and staffing, training and development, organizational development, HRIS and strategic planning.	Laura Spies, Executive Director of Human Resources
3.	10/31/2008	Offsite, Oregon	ADP – PayeXpert Training class	The class included an overview and then in-depth training for conversion from ADP PCPW payroll to PayeXpert Payroll service. Topics covered included: payroll set up, processes, reports, utilities and maintenance.	Sheryl Roberts, Payroll and Benefits Manager
4.	11/12/2008-11/15/2008	Offsite, San Antonio	American Public Television (APT) Fall Marketplace	The focus on the conference was to screen programs that APT supplies to public television stations which supplement the program schedule provided	Jay Parikh, Executive Director of Program Development and Distribution Michal Jacob, VP and CFO Randy Brinson, Executive Director of Content



## BROADCAST EEO – RECRUITING LOG

				by PBS; to network with other programmers and programming related professionals; and to hear industry information related to programming and audience trends.	Development  Tom Niemi, Director of Retail Operations and Station Relations
5.	11/24/2008-11/25/2008	Offsite, Bothell	ADP- Employee Maintenance and Reporting for HR Benefits Solution	Two day course designed to prepare us to enter, retrieve, and process employee data. Topics covered included: entering a new hire, archiving employees and processing self-service requests.	Candida Tzau, Human Resources Generalist Laura Spies, Executive Director of Human Resources
6.	1/26/2009-1/27/2009	Offsite, Bellevue	Raiser's Edge 7: Essentials Part I & II	Part I covered how to navigate, enter gifts and pledges, update multiple records by using the batch function and how to use configuration settings. Part II covered how to create reports, exports, and mailings. In addition, it covered how to group records by using queries, how to use queries to improve reports, exports and mailings; how to use the global function to add and change records; and how Raiser's Edge could be used with Microsoft Office.	Lisa Cosgriff, Direct Marketing Coordinator
7.	2/17/2009-2/21/2009	Offsite, Atlanta	2009 Public Media Conference	Conference organized by the Integrated Media Association and its members. The purpose of the conference was to offer positive solutions to the challenges public broadcasters face as they grapple with multi platform competition in the next two to five years.	Mark Daneker, Interactive Developer Julianne Lamsek, Technology Director

## BROADCAST EEO – RECRUITING LOG

8.	3/23/2009-3/24/2009	Onsite at KCTS 9	Continued Process Improvement Leadership Certification Program	Training conducted by Evergreen Team Concepts focused on improving the workplace and processes together. The focus was on improving customer satisfaction, solving problems and growing leadership at every level of the organization. CPI is a philosophy that empowers the individual, emphasizes small and sustainable steps towards improvement, and creates positive change.	Brett Coffee, Member Services Manager Daphne Adair, Communications Specialist Don LaCombe, Production Manager Erin Miller, Merchandise Manager Enrique Cerna, Executive Director of Production and Executive Producer Jabran Soubeih, Executive Director of Engineering and Technical Planning Jay Parikh, Executive Director of Program Development and Distribution Julianne Lamsek, Technology Director Laura Spies, Executive Director of Human Resources Michal Anderson Jacob, VP and CFO Moss Bresnahan, President & CEO Paul Jackson, Major Gifts Manager Randy Brinson, Executive Director of Content Development
8.	5/11/2009-5/14/2009	Offsite, Baltimore	The 2009 PBS Showcase and General Managers' Planning Meeting	Four days of inspirational speakers, valuable programming and promotion information, professional development opportunities on a wide range of subjects, and networking opportunities with your colleagues. New programs for Fall 2009 and beyond, plus the latest about promotion, education, and interactive plans.	Jay Parikh, Executive Director of Program Development and Distribution Michal Anderson Jacob, VP and CFO Moss Bresnahan, President & CEO Randy Brinson, Executive Director of Content Development Tom Niemi, Director of Retail Operations and Station Relations

### BROADCAST EEO – RECRUITING LOG

9.	6/23/2009	Offsite, Seattle	2009 Puget Sound Regional Salary Survey Results Briefing & Labor Market Update	Milliman all-participant survey results briefing covering topics such as benefits, issues and trends.	Candida Tzau, HR Generalist Sheryl Roberts, Payroll and Benefits Manager
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